

Washington State Aggression Replacement Training Project Information for Hiring Trainers

Education/Licensure requirements:

- ☐ Trainer meets education/professional experience requirements: While it is recommended that the WSART Trainers have at least a bachelor's degree in psychology, counseling, social work, criminology or closely related field a person without a degree can substitute relevant experience for the degree.
- ☐ The Trainer has a background in youth and/or adolescent probation services, including experience working with children, adolescents, and groups of adolescents.
- ☐ Trainer meets or exceeds local licensure and certification requirements for an Affiliate Counselor. This is required **BEFORE** serving clients. Please see the [Department of Health Website](#) for information regarding the appropriate licensure and certification requirements depending upon the Trainer's education and employment.

Requirements of the WSART Position:

- ☐ Open to learning a prescriptive cognitive behavioral model.
- ☐ Willing to adhere to the Washington State ART Quality Assurance Standards and Quality Assurance Plan.
- ☐ Has the ability to use a computer to complete documentation electronically.
- ☐ Passes required background checks.
- ☐ Possesses a valid driver's license and insurance (if applicable).
- ☐ If a contracted Trainer, must have a Washington State Business License, and Professional Liability Insurance.

Traits to consider when hiring a WSART Trainer:

- ☐ Willingness to work with potentially highly disruptive youth in a group situation.
- ☐ Willingness to work nontraditional work hours which may include evening sessions.
- ☐ Openness to feedback from peers and supervisors; willing to be accountable and look at performance assessment instruments and data to improve performance and work as part of a statewide team.
- ☐ Positive, empathetic and strengths-focused.
- ☐ Believes individuals can grow and change.
- ☐ Believes in working with groups of youth to change behavior and thinking.
- ☐ Relentless – able to be persistent and roll with resistance in a group setting.
- ☐ Demonstrates ability to be dynamic, assertive, and engaging with youth.
- ☐ Good communication skills with the systems that are working with the youth.
- ☐ Shows evidence of good time management skills.